



National Men's (Kookaburras) Head Coach

Hockey Australia

SPORTSPEOPLE
RECRUITMENT



- **Lead the Kookaburras to international success**
- **Olympic and Commonwealth Games Sport**
- **Attractive package, open to world's best coach**
- **Perth based (Perth Hockey Stadium, Bentley)**
- **\$130million+ world-class HP centre opening 2027**

About Hockey Australia

Hockey Australia is the governing body responsible for providing Australians with the opportunity to play hockey from junior levels through to elite competition, including the Olympic Games. Hockey Australia and its Member Associations Strategic Vision to 2032 is that EVERY PERSON IN AUSTRALIA IS CONNECTED TO HOCKEY. Our ambition is to increase the opportunities for everyone in Australia to enjoy the game of hockey anywhere, anytime.

Hockey Australia celebrates diversity of sex, gender identity, sexual orientation, ability, cultural background, ethnicity, location, religious or political beliefs, and life stage. We strive to create an open, inclusive, and equal environment in which everyone has the opportunity to thrive.

Our culture is important to us, and our values are central to our way of working. They describe the way in which directors, staff, volunteers and athletes behave, interact and work together. At Hockey Australia we will:

- continue to LEAD by working collaboratively with our stakeholders.
- operate with INTEGRITY in all areas of our work by placing the best interests of hockey in Australia at the centre of any decision.
- pursue EXCELLENCE both on and off the field of play.
- INCLUDE and welcome any person who wants to engage in, and enjoy, our wonderful sport.
- work as team and collaborate to support our COMMUNITY as we open our doors to all and connect with those who are new, have been or will be involved in hockey.



National Men's Head Coach - Kookaburras

The National Men's Head Coach for the Kookaburras plays a pivotal role in leading the Australian men's national hockey team to sustained success on the world stage. Reporting to the High Performance Director, the Head Coach will drive selection, preparation, coaching, and performance of the National Men's team and Senior Squad, holding accountability for the team's results in international competitions. The primary objective is to achieve success at the 2028 Los Angeles Olympics, while also preparing the team for other major international events, including the 2026 World Cup and building a platform for sustained success into the 2032 Olympic cycle.

In 2027, Hockey Australia will move into a \$130million+ state-of-the-art, world-class High Performance training facility, designed to support the continuous development of athletes and teams.

The Head Coach role requires not only technical expertise but also strong, inspirational leadership to guide and mentor the player group on their journey to elite performance. The Head Coach must foster a high-performance culture that emphasises both excellence and personal growth, creating an environment where players are driven to reach their full potential both on and off the field. A proven record building strong team culture, grounded in trust, respect, and resilience, is an essential requirement for the Kookaburras Head Coach.

In addition to leading coaches, athletes, and staff within the national program, you will work in collaboration with the High Performance Director and stakeholders across the elite National network to create a 'World Best' program that maximises input and investment from all involved. Your leadership will be critical in driving athlete performance, building capacity, and enhancing the well-being of both athletes and staff to create a platform for ongoing success. You will contribute to high-performance coach development, talent identification, elite player development, and succession planning for players and coaches. Additionally, you will be tasked with developing, implementing, and communicating a comprehensive National and Olympic four-year plan, ensuring alignment with long-term strategic goals.

To succeed in this role, you must demonstrate a proven track record of delivering high-performance results at the elite international level. Your ability to manage and lead high-performance teams will be essential in maximizing the contributions of coaches, support staff, and players to ensure a unified, driven environment. You will possess deep knowledge of current trends in coaching, advancements in coaching science, sports technology, and performance analysis. You will incorporate expertise from sports science, nutrition, psychology, and medical services to enhance team performance.

With a strategic mindset and operational leadership, you will ensure that long-term objectives are supported by effective daily decision-making. Strong communication skills will enable you to build partnerships, influence stakeholders, and instil a winning culture within the team. As a visionary leader, you will ensure that the Kookaburras remain at the forefront of international hockey, consistently competing for podium finishes at every major event.



Key Responsibilities

Leadership:

Lead and manage the coaching, development, preparation, culture, and performance of the Kookaburras in all international competitions:

- Set and communicate a vision that drives the Kookaburras to achieve podium success by elevating performance and inspiring enthusiasm for contributions and accomplishments.
- Build a high-performance culture that prioritises athlete well-being as a pillar for sustained success, fostering a safe, trusted, and respected team environment.
- Establish strong relationships with stakeholders to create a program environment aligned with the High Performance Strategy, providing clarity and empowerment to staff and athletes.
- Build confidence in success by setting high performance expectations and fostering belief in others' ability to excel.
- Establish a platform for technical, tactical, and program direction, contributing to ongoing development.
- Ensure the HP Strategy is implemented in accordance with budget allocations approved by the HA Board.
- Represent HA at meetings with funding partners and stakeholders, contributing to strategic high-performance planning.
- Act as an ambassador for the Men's program, enhancing Hockey's profile through media, sponsorship, marketing, and commercial activities.

Athlete Development:

Lead and develop preparatory training programs for all National Squad athletes, setting a clear direction for the Kookaburras and all athletes based within the centralised program in Perth and/or in any other agreed training/competition environment:

- Ensure each athlete has a development plan incorporating modern technical, tactical, physical, and mental preparation components.
- Set measurable performance targets for each athlete in consultation with relevant staff to drive improvement and peak international performance.
- Monitor and review athlete progress, providing honest, balanced feedback to enhance performance while maintaining strong relationships.
- In consultation with the National Selection Panel, select the annual squad and teams for key benchmark events.

Competition and Camps:

Identify and manage a comprehensive competition and camps program that prepares the Kookaburras for success at key competitions:

- Develop a competition and camps plan with key staff, focusing on development and performance assessment for major selections and benchmark events.
- Provide guidance to the National Pathway Technical Coach to align next-generation talent development with senior training protocols.

Coaching:

Establish and assist in recruiting an appropriately experienced and well qualified, coaching staff that will support you to drive 'World Best' standards and performance:

- Provide expert coaching, technical, and tactical direction to coaches and identified National Senior and Development athletes.
- Lead Assistant Coaches' input, ensuring their expertise aligns with the overall training and competition plan.
- Collaborate with Assistant Coaches to prepare athletes for selection and elite performance.
- Create a collaborative coaching environment, incorporating input from Assistant and Specialist coaches, the NAPP network, and key staff.
- Monitor coaching staff performance and manage Assistant Coaches in accordance with HA/AIS policies and practices.

Research and Innovation:

Drive a culture that uses evidence-based decision-making and encourages innovation in program investments.

- Establish a performance analysis program utilizing existing and new methods to enhance, measure, and track team and opposition performance.
- Implement and manage an international scouting program to ensure competitive readiness for international competitions.

Key Responsibilities

Daily Training Environment:

Work closely with high performance staff, to formulate and lead the overall HA centralised program and daily training environment for athletes:

- Manage a 'World Best' training environment across various domestic and international sites throughout the Olympic cycle, including the Perth HPP, SIS/SAS, and overseas clubs.
- Lead the planning and delivery of quality services and resources from the AIS and national/international networks to ensure athlete readiness.
- Wellbeing & Engagement: Collaborate with the AW&E Manager to balance athlete wellbeing, hockey, and outside activities.
- Sports Medicine: Liaise with HA/AIS personnel and international providers to ensure athletes' medical preparation.
- Sports Science: Plan the effective use of expertise in areas like Strength & Conditioning, Performance Analysis, and Physiology to optimise athlete preparation.
- Sports Psychology: Work with Psychology staff to develop programs that equip athletes for peak performance in training and key events.

Other Duties:

- Undertake other duties as directed by the High Performance Director or Hockey Australia CEO to support the success of the National Men's Team.

Key Relationships

Reports to: High Performance Director

Direct Reports:

- Assistant Coaches
- National Goalkeeping Coach
- Performance Analyst

Indirect Reports:

- Head of Physical Preparation (M)
- Physiotherapist (M)

Relationships:

- Chief Executive Officer
- Hockey Australia Board of Directors
- Hockey Australia High Performance Committee
- High Performance Department
- Operations and Athlete Services Support Staff
- National Training Centre (NTC) Coaches
- National Talent Pathway Manager

External

- Sport Australia and Australian Institute of Sport
- Australian Olympic Committee
- Commonwealth Games Australia
- Volunteers / Coaches / Athletes
- Commercial partners
- Media

Qualifications

- FIH/HA coaching accreditation at appropriate level to support a strong technical and tactical foundation.
- Demonstrated coaching experience at international/national level.
- First Aid & CPR qualifications.

Coaching Knowledge

- Understand of structure and dynamics of sports at national and international level.
- Understanding international level performance and trends as well as our competitors.
- Awareness of emerging trends and change in the sport and leveraging this to support team strategy
- An ability to leverage technical, tactical, mental and physical attributes to achieve peak performance in an athlete.
- Coaching knowledge to contribute to athlete selection processes.
- Understanding of leading edge sports science/medicine systems and their impact on performance.
- Understanding of how to leverage technology and data to improve performance.
- Understanding of the Win Well philosophy, its role in the AIS 2032+ Strategy and how to apply this in an Australian context.
- Understanding of Australian high-performance system and how to navigate it.

Coaching Experience

- Demonstrated experience in coaching athletes and teams to improve and be successful at the international level.
- Knowledge and understanding of the game including international performance success factors, identifying gaps and building programs to address these areas.
- Experience developing high-potential talent into elite athletes in a high-performance environment.
- Experience leading a coaching and support team with a focus on their development.
- Ability to have open, honest conversations while maintaining strong relationships.
- Understanding of personal styles and motivation for optimal performance.
- Advanced knowledge of feedback frameworks that maintain relationships.
- Proven ability to build trusting relationships with key stakeholders under pressure.
- Experience influencing and uniting others around a shared team vision.
- Proven ability to create a psychologically safe environment for staff and athletes.
- Experience leading multi-disciplinary performance teams.
- Ability to collaborate with external stakeholders (Board, Sponsors, Media, etc.).
- Proven ability to create and sustain a high-performance culture and drive positive change.
- Experience setting strategy and executing plans effectively.
- Experience leading people through change.

Skills & Attributes

- Strong self-awareness and a compelling communicator able to engage diverse audiences.
- Prioritises athlete wellbeing and demonstrates genuine care for their development.
- Adopts a systems view, caring for athletes, the team, and the broader sport pathway.
- Growth mindset with a commitment to continuous learning and improvement.
- Results-driven with a positive, optimistic approach.
- Demonstrates resilience, adaptability, and the ability to overcome adversity.
- Learns from past mistakes and failures, showing growth and improvement.
- Aligns with HA values and the high-performance plan.
- Committed to a holistic view of athlete development.
- Builds a cohesive team culture where all feel safe, trusted, and valued.

Integrity

- Employees, contractors and volunteers must adhere to HA's National Integrity Framework and other integrity policies made available from HA's website: www.hockey.org.au/integrity and subject to amendment from time to time

Child Safeguarding

- Hockey Australia is committed to protecting children and young people from harm. We require all employees, contractors and volunteers to undergo an extensive screening process prior to appointment.
- Employees, contractors and volunteers must at all times comply with the HA National Integrity Framework including its Safeguarding Children and Young People Policy, and with all relevant State/Territory child protection legislation and requirements, including obtaining and maintaining all required clearance certificates and declarations.
- All employees, contractors and volunteers are required to obtain and provide evidence of a current Working with Children's Check with the appropriate employee or volunteer categorisation.

Other Requirements

- Current Driver's Licence.
- Police Check.
- Flexibility to work irregular hours.
- Travel domestically and internationally with the team.
- Must be an Australian citizen, permanent resident, or otherwise eligible to work in Australia, including being able to apply for and obtain the necessary work visa.

Hours of Work

This is a full time position.

Due to the nature of the role the National Men's Head Coach will be required to work after-hours including evenings and weekends.

Location and Travel

This position will be located at the Perth Hockey Stadium (Bentley). The National Men's Head Coach will be required to travel frequently with the Kookaburras to international competitions and major events in Australia and overseas.

Remuneration Guide

An attractive market competitive remuneration package will be available to the successful candidate, negotiable depending upon skill level and experiences. At the time of applying, candidates are invited to indicate their current salary and salary expectations.

Candidates are invited to call Sportspeople Recruitment to discuss salary before applying if that will be helpful in your decision making.

Residency and Immigration

Hockey Australia will consider candidates who meet work visa requirements (with or without visa sponsorship) and will accommodate time for relocation should this be required prior to starting.

Candidates requiring immigration assistance are asked to nominate this on the Application Form at the time of applying.

Timelines

First round shortlist interviews (late October) will likely be held online, accommodating candidates regardless of location.

Final interviews and the appointment of this role are scheduled for November, 2024.

The successful candidate would be expected to commence duties as soon as possible, mindful of notice periods and general availability.

Website & Social Media

For more information and news items on all facets of Hockey Australia activities, services and programs, visit:

Hockey Australia website: [hockey.org.au](https://www.hockey.org.au)

Facebook: [facebook.com/HockeyAustralia](https://www.facebook.com/HockeyAustralia)

Twitter: twitter.com/HockeyAustralia

Instagram: [instagram.com/HockeyAustraliaOfficial](https://www.instagram.com/HockeyAustraliaOfficial)

YouTube: [youtube.com/user/HockeyAustralia](https://www.youtube.com/user/HockeyAustralia)

LinkedIn: [linkedin.com/company/hockey-australia](https://www.linkedin.com/company/hockey-australia)



Please apply now to avoid missing out!

Please note Sportspeople Recruitment will commence screening and interviewing for this role immediately.

If you are intending to apply, please do so now. We reserve the right to close the role as soon as sufficient merit applications are received.

Applications close: 5pm Monday 7 October, 2024

Candidates must complete and submit the COMPULSORY **Sportspeople Recruitment Application Form** at the time of applying. The form is available as a download at the Sportspeople Recruitment website listing for this role and contains questions against which we require your specific response prior to considering your application.

Sportspeople Recruitment prefers a 1-2 page letter of introduction and an accompanying CV of no more than 6 pages, merged into the Application Form as one MS Word file.

Apply to

Your application should be sent electronically via the “apply now” link at the advertisement via sportspeoplerecruitment.com/jobs

Enquiries

In the first instance general enquiries should be directed to **Scott Oakhill** on **0408 258 337** or **FREECALL AU 1800 634 388** or **+61 2 9555 5000** or via admin@sportspeoplerecruitment.com.

About Sportspeople Recruitment

Globally connected - locally owned - since 1996

The National Men’s Head Coach, Hockey Australia search and recruitment process is being managed exclusively by **Sportspeople Recruitment**.

Sportspeople Recruitment is a leading executive search and recruitment firm servicing sport business. Celebrating 28 years in 2024 our curated Talent Network has been developed as a result of successfully filling thousands of roles across the A-Z of sport business employers.

We offer the most experienced Consultant team in the market available to assist with executive search, general recruitment, hiring strategy, remuneration planning and executive/Board advice.

We are delighted to have been appointed by Hockey Australia as the exclusive search partner for the National Men’s Head Coach.

Merit Recruitment

Don’t meet every single requirement? Studies have shown women and minority groups are less likely to apply for jobs unless they meet every single qualification. **Sportspeople Recruitment has a reputation as a leader in merit recruitment.**

Everything we do has a focus on presenting the best candidates to our client Employer whilst maintaining a commitment to do what we can to address the imbalance of under-represented groups in leadership positions.

If you believe you have what it takes to perform this job but don’t tick off every single qualification and experience we’ve listed, we encourage you to focus on the strengths, experience, qualifications and soft-skills you do have as the reasons you should apply. Believe in yourself and if still in doubt call our Consultant for a quick chat or simply apply. Without an application we can’t consider you and we’ll never consider your application a waste of our time.



